EDUCATOR CERTIFICATION TRAINING

Alabama State Department of Education
September 19-20, 2019

This document is intended to provide a brief summary of most certification approaches. For all-inclusive information, please visit [www.alabama.edu/edcert](http://www.alabama.edu/edcert). Information contain herein is subject to change.
WWW.ALSDE.EDU/EDCERT
EDUCATOR CERTIFICATION

WWW.ETS.ORG/PRAXIS/AL
ETS – ALABAMA PRAXIS INFORMATION
Emergency Certificate

General Information

• The Emergency Certificate:
  • Is valid July 1 to June 30 for two consecutive scholastic years and can be reissued once for an additional two consecutive scholastic years.
  • May be issued in no more than two teaching fields and/or areas of instructional support; both must be requested at the time of application and cannot be changed after the certificate has been issued.
  • Will not be issued for driver and traffic safety education, school psychometry, school psychology, speech-language pathology, or any special education teaching field including gifted.
  • Will not be issued to an individual who holds a valid Alabama Professional Educator or Professional Leadership certificate.
  • Can be issued to an individual who held an Emergency Certificate prior to the 2019-2020 scholastic year. Any Emergency Certificates issued prior to the 2019-2020 scholastic year are voided.
Emergency Certificate

• If the individual is skipping a year while on the Provisional Certificate or Interim Employment Certificate Approach, the certificate will be issued July 1 to June 30 for one scholastic year. The option for one scholastic year will only be issued in these cases.

• It is strongly encouraged that while the initial Emergency Certificate is held, the LEA/eligible nonpublic/private school works with the individual to begin a path that leads to professional certification.

• Ala. Code §16-23-3(e) (1975), "time served as a teacher pursuant to an emergency certificate shall not be counted in determining continuing service status pursuant to Section 16-24-2."

Requirements

• Application submitted and signed by the employing LEA superintendent/private school administrator

• At least an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was conferred
Career and Technical Education Temporary Certificate

General Information

- The Career and Technical Temporary Certificate:
  - Is valid July 1 to June 30 for two consecutive scholastic years and can be reissued once for an additional two consecutive scholastic years.
  - May be issued in no more than two technical education program areas or health science; both must be requested at the time of application and cannot be changed after the certificate has been issued.
  - Will not be issued to an individual who holds a valid Alabama certificate.
  - Can be issued to an individual who held a Career and Technical Temporary Certificate prior to the 2019-2020 scholastic year. Any Career and Technical Temporary Certificates issued prior to the 2019-2020 scholastic year are voided.
Career and Technical Education Temporary Certificate

• It is strongly encouraged that while the initial Career and Technical Temporary Certificate is held, the LEA works with the individual to begin the Degree Equivalent Certificate Approach.

• Ala. Code §16-23-3(e) (1975), "time served as a teacher pursuant to an emergency certificate shall not be counted in determining continuing service status pursuant to Section 16-24-2."

Requirements

• Application submitted and signed by the employing LEA superintendent/private school administrator.

• For Health Science: Submission of a photocopy or screenshot of the applicant’s active Alabama license in a registered nursing, paramedical, or an approved allied health specialty.

• For the Technical Education Program Area of Cosmetology: Submission of a photocopy or screenshot of the applicant’s valid Alabama Cosmetology Instructor license.
Higher Education Transitional Certificate (NEW)

- Hold at least a bachelor’s degree from a senior institution that was regionally accredited at the time the degree was earned
- Verify a passing score on the Alabama-approved Praxis subject area test
- Verify at least 72 semester hours (1,080 clock hours) of teaching at an institution of higher education (IHE) that awards an associate’s or higher degree

Experience must have been:
  - earned within the 10 years prior to application and
  - at a regionally accredited IHE

A letter of eligibility will be provided if all of the requirements above are met. The LEA will request the Higher Education Transitional Certificate (valid for 2 years) upon employment.
Higher Education
Transitional Certificate

Requirements for the Professional Educator Certificate

• ALSDE-prescribed coursework in the areas of classroom management, methods of teaching, evaluation of teaching and learning, and special needs

• While holding the Higher Education Transitional Certificate, completion of one year of full-time classroom teaching experience, in the area and at the grade level of the certificate

• Passing score on the appropriate Educative Teacher Performance Assessment (edTPA) Handbook

This certificate approach was adopted by the SBE Thursday, September 12th and will be effective October 27, 2019. Application forms will be made available as soon as possible.
Early Childhood Development Certificate
(NEW)

This certificate will be issued for birth through age 4. This certificate can be converted to the Professional Educator Certificate upon earning the appropriate experience and completing the necessary training approved by the Department of Early Childhood Education.

• At least an earned bachelor’s degree with an overall GPA of 2.75 (for bachelor’s degree) from a senior institution that was regionally accredited at the time the degree was earned
• Completion of at least a bachelor’s level NAEYC-accredited program in child development for birth through age 4 at a senior institution that was regionally accredited at the time the program was completed
• Passing score on the Praxis Core Academic Skills for Educators (Core)
• Passing score on the Alabama-prescribed Praxis subject area test(s)
• Passing score on the Educative Teacher Performance Assessment (edTPA) Handbook, for the teaching field of Early Childhood
Provisional Certificate in a Teaching Field (PCTF)

- Available for certain 4-8, 6-12, or K-12 teaching fields and certain 6-12 career and technical teaching fields:
  - The Provisional Certificate in a Teaching Field and Provisional Certificate in a Career and Technical Teaching Field have been combined.

- Application submitted and signed by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator/private school administrator.

- Requirements must be met by **prior to October 1 and** application must be received **no later than October 1**

- In order to be eligible for professional certification at the end of this approach, the applicant must hold the three required provisional certificates within the four scholastic years from July 1 of the beginning date of the first provisional certificate.

- The applicant can be employed in **no more than two** public school systems and/or eligible nonpublic schools while holding the three required provisional certificates.

- Leads to a Class B Professional Educator Certificate
1st Certificate

• At least an earned bachelor’s degree with an overall GPA of 2.75 (for bachelor’s degree) and 3.0 (for master’s degree) from a senior institution that was regionally accredited at the time the degree was earned
  • **See Addendum to Supplement FTZ if applicant does not have the required GPA**
• Passing score(s) on the Alabama-prescribed Praxis subject area test(s) for the teaching field
  • In teaching fields where a Praxis test is not available:
    • An academic major in the teaching field, or
    • 32 semester hours of earned credit in the teaching field with at least 19 of the hours at the upper division level
  • In technical education teaching fields:
    • An academic major in the teaching field, or
    • 32 semester hours of earned credit in the teaching field with at least 19 of the hours at the upper division level, **and**
    • Department-approved occupational proficiency assessment
  • In health science:
    • An active Alabama license in a registered nursing, paramedical, or approved allied health specialty **and**
    • At least a bachelor’s degree in the area of the active Alabama license
• Appropriate teaching assignment and mentor
2nd Certificate
• Full year of appropriate teaching experience while holding the first certificate
• Credit earned in two of the four areas of ALSDE-prescribed coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching in the area of certification sought).
  • An individual who holds a valid professional educator certificate in a teaching field is only required to earn credit for the specific methods of teaching course to meet the coursework requirements of this approach.
• For Career and Technical Education Teaching Fields: Completion Session A of the Career and Technical Education Teacher Certification Program (CTE TCP)
• Appropriate teaching assignment and mentor

3rd Certificate
• Full year of appropriate teaching experience while holding the second certificate
• Credit earned in the remaining two areas of required coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching)
• Appropriate teaching assignment and mentor

Professional Educator Certificate
• Full year of appropriate teaching experience while holding the third certificate
• Passing score on the ALSDE-prescribed Educative Teacher Performance Assessment (edTPA) Handbook (Praxis PLT test for areas where edTPA Handbook is not available)
• Application no later than October 1 of the year the 3rd certificate expires
Items Frequently Missed when Using the PCTF Approach

• Submission of Chalkable/INOW class schedule with 1\textsuperscript{st} PCTF application

• Session A of the Career and Technical Education Teacher Certification Program (CTE TCP) must be completed prior to October 1 of the scholastic year for which the second PCTF in a career and technical education teaching field is to be issued.

• ALSDE-prescribed Praxis PLT/edTPA must be taken and passed on a test administration date prior to October 1 of the scholastic year for which the third PCTF expires. DO NOT WAIT UNTIL THE LAST MINUTE!

• Experience must be verified each year on Supplement EXP. We will verify this information in the Schedules Application.

• Methods of teaching course must be in the teaching field and at the grade level for which certification is sought. Methods course may not be available during summer terms.

• Official transcripts of all credits and degrees earned must be submitted.

• Correct class assignments – applicants must be assigned to no more than one period/block of the day in any course for which proper certification is listed as “any PCTF” or “any Certificate.” For the rest of the day, the applicant must be properly certified according to the teaching field and grade level of the PCTF held.
What is edTPA?

It is:

- Performance-based,
- A rigorous process that requires teacher candidates to demonstrate that they have the classroom skills necessary to ensure students are learning, and
- Content-specific.
Student Learning

Planning
- Building Content Understanding
- Supporting Learning Needs
- Using Knowledge of Students
- Assessments to Monitor Student Learning

Assessment
- Analysis of Student Learning
- Providing Feedback
- Supporting Student Use of Feedback

Instruction
- Learning Environment
- Engagement in Learning
- Deepening Thinking
- Subject-Specific Pedagogy
Timeline

What should I do?
When should I do it?
Year One

You will need to:

• Tell them about the edTPA (general information),
• Assign mentor teacher (as required for PCTF),
• Assign edTPA mentor teacher, and
• Provide support as they learn to be a teacher (lesson planning, classroom management, pacing, differentiation).
• At the end of the first year:
  • Give them edTPA handbook and appropriate materials
  • Encourage them to attend summer edTPA sessions (eLearning and 101 training).
Year Two

You will need to:

• Set a initial goal to complete edTPA before the end of the first semester and
• If a resubmission is needed, set a goal to complete and resubmit by spring break.
• How can the school/system support?
  • Scheduled meetings with edTPA mentor,
  • Form support groups (opportunities for all teachers completing this process to meet and discuss),
  • Prepare a timeline for completion of each section, and
  • Look for ways to partner with local colleges and universities (They have been doing this for a while, and they know the process well!).

THE GOAL IS TO COMPLETE edTPA DURING YEAR TWO!
Year Three

You will need to:

• Meet with individuals who have not completed the process to determine next steps,
• Repeat steps of Year Two,
• Remind them edTPA must be completed by October 1 of the calendar year the 3rd PCTF expires for issuance of the Professional Educator Certificate, and
• Submit application for the Professional Educator Certificate to the Educator Certification Section by October 1 of the year the 3rd PCTF expires.
Training Opportunities

• edTPA 101 – October 2-3, 2019 in Prattville, Alabama
• edTPA 201 – October 7-8, 2019 at the University of Montevallo
• edTPA eLearning course nearing completion - will launch in the coming months
• Planning additional training sessions for edTPA mentors and individuals on the PCTF... stay tuned
Additional Sources of Information

edTPA.aacte.org

edTPA.com
How do you get started?
edTPA.aacte.org
How do you get started?

JOIN EDTPA

Thank you for your interest in edTPA!

Membership is available to institutions, programs, organizations and others engaged in educator preparation. Membership is granted to institutions and organizations, not individuals.

- If you are an educator preparation program or an alternative certification program that will be actively preparing teacher candidates please fill out the Educator Preparation Program membership application.
- If you are an association, organization, department of education or other stakeholder in edTPA work please fill out the Associate membership application.
- If your organization is already a member of edTPA and you would like access to the Resource Library or Online Community, please create a profile with us and request access!
Remaining Questions?

edTPA Resource Library and Online Community at edtpa.aacte.org

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Provisional Certificate in Library Media or School Counseling (PCLS)

- This is an alternative approach to Alabama professional educator certification. These certificates may be requested in library media or school counseling (grades P-12) for an individual who has met certain testing, degree, program and certification/licensure requirements.

- Application must be submitted and signed by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator.

- Requirements must be met **prior to October 1** and application must be received **no later than October 1**.

- In order to be eligible for professional certification at the end of this approach, the applicant must hold the two required provisional certificates within the four scholastic years from July 1 of the beginning date of the first provisional certificate.

- This approach leads to at least a Class A Professional Educator Certificate.
1st Certificate
- Passing score(s) on the Alabama prescribed Praxis subject area test(s) in library media or school counseling
- Appropriate teaching assignment and mentor
- At least a master’s degree from a senior institution that was regionally accredited at the time the degree was earned

Library Media or School Counseling
Option 1  No longer available beginning 2021-2022 scholastic year
- Valid Alabama Class B or Class A Professional Educator Certificate
- Completed an Alabama State-approved educator preparation program in library media or school counseling
- Lacks the required two full years of full-time professional educational work experience in grades P-12

Option 2
- Holds a valid master’s degree level or higher professional educator certificate in library media or school counseling from another state
- Lacks the required two full years of full-time professional educational work experience in grades P-12

Option 3
Library Media
- At least an earned master’s degree in library science or library information systems with an overall GPA of 3.25 from a senior institution that was regionally accredited at the time the degree was earned

School Counseling
- At least a master’s degree in an area of counseling other than school counseling from a senior institution that was regionally accredited at the time the degree was earned
- Valid license as an Associate Licensed Counselor or a Licensed Professional Counselor issued by a state board of examiners in counseling

2nd Certificate
- Full year of appropriate educational experience in library media or school counseling while holding the 1st certificate
- Appropriate teaching assignment and mentor

Professional Educator Certificate
- Full year of appropriate educational experience in library media or school counseling while holding the 2nd certificate
- Must apply no later than October 1 of the year the 2nd PCLS expires
Interim Employment Certificate (IEC)

Application must be submitted and signed by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator and is used to facilitate an individual who has been unconditionally admitted to a master’s (Class A) level or sixth-year (Class AA) level State-approved educator preparation program at an Alabama college/university in:

- Any P-3, K-6, 4-8, 6-12, or P-12 Teaching Field (Alternative Class A)-Use Supplement SA0,
- English for Speakers of Other Languages, Reading Specialist, Special Education (Traditional Class A)-Use Supplement SA1,
- School Counseling, Library Media, Instructional Leadership (Traditional Class A)-Use Supplement SA1,
- Special Education (Traditional Class AA)-Use Supplement SA1,

OR

An individual who has been unconditionally admitted to a master’s level CACREP-accredited program at an Alabama college/university in school counseling. (-Use Supplement SA1)
• Application may be submitted at any time. However, requirements must be met prior to the date the application is received in the Educator Certification Section.

• An individual may complete up to three scholastic years of employment while holding a valid IEC.

• All three IECs must be held within four consecutive scholastic years.

• Employment does not have to be full-time and does not have to be in the same public school system or private/nonpublic school.

• The IEC teaching field or area of instructional support and grade level requested by the school system must match the teaching field or area of instructional support and grade level of the program to which the individual has been unconditionally admitted.

• If an individual is in an Alternative Class A Program or appears to be in one, a PCTF should not be requested.

• May be issues if the individual changes the program or college/university to which they were originally unconditionally admitted.

• If a first alternative certificate was held at least 10 years prior and the route was not completed, an individual may begin the alternative approach again. This does not apply to IECs in areas of special education.

• It is important that the nearby certification officers at the Alabama colleges/universities and LEAs establish a great working relationship.
ESSA Requirements

Beginning 2018-2019 Scholastic Year

Requests for an Interim Employment Certificate in a special education teaching field, excluding gifted, will have to include verification that the teacher is:

- Receiving high-quality professional development that is sustained, intensive, and classroom focused, and
- Participating in a program of intensive supervision that consists of structured guidance and regular ongoing support or a teacher mentoring program.

**WHAT ARE YOUR PLANS??????**

- This will apply to all holders of 1\textsuperscript{st}, 2\textsuperscript{nd}, and 3\textsuperscript{rd} IECs in areas of special education, excluding gifted.

<table>
<thead>
<tr>
<th>Application Type</th>
<th>Unconditionally admitted prior to July 1, 2017</th>
<th>Unconditionally admitted on July 1, 2017 or thereafter</th>
</tr>
</thead>
<tbody>
<tr>
<td>IEC (Alternative Class A)</td>
<td>2.5 Overall GPA</td>
<td>2.75 Overall GPA (for bachelor's degree)</td>
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<tr>
<td></td>
<td></td>
<td>3.0 Overall GPA (for master's degree or higher)</td>
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</tbody>
</table>
1st Certificate

- Unconditional admission to the:
  - State-approved educator preparation program at the Alabama college/university as prescribed in the current Educator Preparation Chapter **OR**
  - CACREP-accredited program in school counseling at the Alabama college/university

**NOTE:** All items (signed certificate, signed transcripts, experience forms, checklist, etc.) must be submitted to the Educator Certification Section.

- When applicable, passing score(s) on the Alabama-prescribed Praxis subject area test(s)
- If special education, see ESSA Requirements
- Appropriate assignment and mentor

2nd Certificate

- Credit earned in at least **three** of the courses required in the State-approved educator preparation or CACREP-accredited program
- If special education, see ESSA Requirements
- Appropriate assignment and mentor

3rd Certificate

- Credit earned in at least **four additional** courses required in the State-approved educator preparation or CACREP-accredited program
- If special education, see ESSA Requirements
- Appropriate assignment and mentor

**Professional Educator or Professional Leadership Certificate**

- Recommendation from the Alabama college/university upon completion of the State-approved educator preparation program (NAL/NA1)
- When applicable, passing scores on the Alabama-prescribed test(s).
Holders of valid Professional Educator Certificates in a teaching field are exempt from the edTPA requirements.

- Refer to the Praxis website (Provisional Certification Approaches: IEC) and the Educator Assessment Policies Manual B for additional test requirements.

<table>
<thead>
<tr>
<th>Application Type</th>
<th>Praxis Subject Area Test</th>
<th>Praxis edTPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>IEC (Alternative Class A)</td>
<td>Prior to 1st and possibly upon completion</td>
<td>Based on Program</td>
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<tr>
<td>IEC (CACREP)</td>
<td>Upon Program Completion</td>
<td>N/A</td>
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<tr>
<td>(NCE also required upon program completion.)</td>
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</tr>
<tr>
<td>IEC (Traditional A and AA)</td>
<td>Possibly upon program completion</td>
<td>Based on Program</td>
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</table>
Speech-Language Pathology Assistant Certificate (SLA) Approach

- Available certificates are the:
  - Level I SLA (valid for three consecutive scholastic years and non-renewable)
  - Level II SLA (valid for five consecutive years and renewable)

- Application must be submitted and signed by the employing public school superintendent for an individual who will be employed full-time and serving as a speech-language pathology assistant full-time.

- During every year of employment, the speech-language pathology assistant must be supervised by either:
  - A speech language pathologist holding a valid Alabama Class A or AA certificate in speech or language impairment, or
  - A special education coordinator/supervisor holding a valid Alabama certificate in an area of special education.

- Requirements must be met prior to the date the application is received in the Educator Certification Section.
<table>
<thead>
<tr>
<th>Level I SLA</th>
<th>Level II SLA</th>
</tr>
</thead>
</table>
| • Verification of an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was earned  
• In speech-language pathology or communication sciences and disorders with a speech-language emphasis, and  
• With a minimum overall grade point average of at least 2.75  
• An assigned supervisor | • Hold, or have held, the Level I SLA  
• Verification of at least two full years of full-time employment in one or more Alabama public school systems as a speech-language pathology assistant while holding a valid Level I SLA  
• Verification that the two years of employment were supervised by an appropriate supervisor  
• Verification of 12 semester hours of earned graduate credit, with a grade of B or above, from  
  • An Alabama State-approved Alternative Class A special education program, or  
  • A master’s degree program in speech-language pathology that holds accreditation by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) or was in candidacy status of accreditation by the CAA, or  
  • A combination of courses from the above two options  
• Note: This earned graduate credit requirement is not applicable if the applicant holds a valid Alabama Class A Professional Educator Certificate in an area of special education at the time of application for the Level II Speech-Language Pathology Assistant Certificate.  
• An assigned supervisor |
Speech-Language Pathology Temporary Certificate

- Application must be submitted and signed by an employing Alabama county/city superintendent or eligible private school administrator.

- Verification of an earned master’s or higher degree from a senior institution that was regionally accredited at the time the degree was earned.

- Verification of the following:
  - Completion of a master’s degree level speech-language pathology program that was accredited by the Council on Academic Accreditation (CAA) of the American Speech-Language Hearing Association (ASHA) or was in candidacy status of accreditation by the CAA at the time of program completion; and
  - Satisfactory performance on the CAA-prescribed Praxis subject area test(s).

- Leads to the Speech-Language Pathology Temporary Certificate which is valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next consecutive scholastic year and cannot be renewed or reissued.

- Individual can only serve as a speech-language pathologist.
Speech-Language Pathology Professional Educator Certificate

- Verification of an earned master’s or higher degree from a senior institution that was regionally accredited at the time the degree was earned.
- Verification of a valid speech-language pathology license issued by any state’s board of examiners in speech pathology and audiology.
- Leads to a Class A Speech-Language Pathology Professional Educator Certificate.
- Individual can only serve as a speech-language pathologist.
National Board for Professional Teaching Standards (NBPTS) Approach

- Verification of a valid NBPTS certificate in an area, at a grade level, and at a degree level in which Alabama offers comparable certification (these are listed on Supplement BLC)
  - A specific discipline is required for the area(s) of Career and Technical Education, Exceptional Needs Specialist, and World Languages.

- For teaching fields, verification of at least an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was earned

- For the instructional support areas of library media and school counseling
  - Verification of at least an earned master’s degree from a senior institution that was regionally accredited at the time the degree was earned; and
  - Verification of two full years of full-time professional educational work experience in grades P-12

- Verification of a passing score(s) on the Alabama-prescribed Praxis subject area test(s) for the area(s) of certification for which the applicant is eligible

- Leads to a Class B, A, or AA Professional Educator Certificate based on
  - The level of the applicant’s highest earned degree in the area of certification for which the applicant is eligible from a senior institution that was regionally accredited at the time the degree was earned, or,
  - The level of the applicant’s highest earned degree in an education field from a senior institution that was regionally accredited at the time the degree was earned.
What is Certificate Reciprocity?

In Alabama, Certificate Reciprocity provides recognition of professional educator certificates issued by other states, the District of Columbia, U.S. Territories, or the Department of Defense Education Activity (DoDEA) as the basis for offering certification, provided Alabama offers comparable certification in terms of the certificate type, areas, grade levels, and degree levels.

Alabama certification is not offered on the basis of educator preparation programs completed at non-Alabama institutions. No exceptions will be made to allow the recognition of program completion at a non-Alabama institution.
## Types of Certificate Reciprocity

<table>
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<tr>
<th>Certificate Reciprocity for Teaching Fields</th>
<th>Certificate Reciprocity for Instructional Support Areas (other than areas of educational administration or supervision)</th>
<th>Certificate Reciprocity for Areas of Educational Administration &amp; Supervision</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Holds a valid professional educator certificate in a teaching field issued by another state in an area, at a grade level, and at a degree level in which Alabama offers comparable certification and • Holds at least a bachelor’s degree from a senior institution that was regionally accredited at the time the degree was earned</td>
<td>• Holds a valid master’s or sixth-year/education specialist level professional educator certificate in an instructional support area, other than educational administration or supervision (i.e., library media, school counseling, school psychometry, school psychology, or sport management) issued by another state in an area, at a grade level, and at a degree level in which Alabama offers comparable professional educator certification and • At the time of application, verifies two full years of full time professional educational work experience in a P-12 system and • Holds at least a master’s degree from a senior institution that was regionally accredited at the time the degree was earned</td>
<td>• Holds a valid master’s or sixth-year/education specialist level professional educator certificate in an area of educational administration or supervision issued by another state in an area, at a grade level, and at a degree level in which Alabama offers comparable professional leadership certification and • At the time of application, verifies three full years of full time professional educational work experience in a P-12 system which must include at least one full year of P-12 classroom teaching experience and • Holds at least a master’s degree from a senior institution that was regionally accredited at the time the degree was earned</td>
</tr>
</tbody>
</table>
Reciprocity Test Requirements

**Option 1**
Meet the current requirements of the Alabama-prescribed Praxis subject area test(s) OR

**Option 2**
Verify that a content knowledge test was passed for issuance of the area(s) of certification on the valid professional educator certificate in the state for which you hold certification OR

**Option 3**
Verify three years of full-time professional educational work experience within ten years prior to applying for Alabama certification. The full-time experience must have been: 1) in the area of certification on the certificate and 2) in the area for which Alabama certification is being sought.
Alabama Professional Educator Certificates

Issued at the following levels:

- bachelor’s degree (Class B),
- master’s degree (Class A), and
- sixth-year/education specialist (Class AA)

Alabama does not offer certification at the doctoral degree level; however, sixth-year/educational specialist level certification may be considered for holders of doctoral degree-level professional educator certificates issued outside of Alabama provided Alabama offers comparable certification at that degree level.

If an individual holds a degree from a college/university that was not regionally accredited at the time the degree was conferred, see Supplement OTH for additional information.

Alabama Professional Leadership Certificates

Issued at the following levels:

- master’s degree (Class A), and
- sixth-year/education specialist (Class AA)
Council for Accreditation of Counseling and Related Educational Programs (CACREP) Approach

• Verification of completion of a master’s degree level CACREP-accredited school counseling program
• Verification of an earned master’s or higher degree from a senior institution that was regionally accredited at the time the degree was earned; at least a master’s degree in School Counseling is required
• Verification of a passing score on the National Counseling Examination for Licensure and Certification (NCE)
  • Submission of official NCE Score Report
• Verification of a passing score on the current Alabama prescribed Praxis subject area test for school counseling
• Leads to a Class A School Counselor Professional Educator Certificate
Additional Teaching Field Approach

Certification Based on Test

This approach allows an individual who holds a valid Alabama Professional Educator Certificate (PEC) in a teaching field to add other teaching fields to their existing Alabama Professional Educator Certificate.

- A valid Alabama Professional Educator Certificate in a teaching field is required.
- A passing score on the Alabama prescribed Praxis subject area test(s) must be documented.
- Verification of two full scholastic years of full-time, classroom teaching experience in a P-12 setting must be documented.
- There are specific parameters and eligibility requirements for Elementary Education, Early Childhood Education, and Collaborative Special Education.
- This approach is available only for certain teaching fields.
<table>
<thead>
<tr>
<th>Grade Level P-3</th>
<th>Grade Level 6-12</th>
<th>Grade Level P-12</th>
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<tr>
<td>Early Childhood Education**</td>
<td>Agriscience Education</td>
<td>Geography</td>
</tr>
<tr>
<td>Biology</td>
<td>German</td>
<td>French</td>
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</table>

**Grade Level K-6**

| Early Childhood Education** | Business/Marketing | Health Education | German |

| Elementary Education** | Career Technologies | History | Latin |

| Collaborative Special Education** | Chemistry | Latin | Music, Choral |

**Grade Level 4-8**

| Collaborative Special Education** | Mathematics | Music, Instrumental |

| English Language Arts | Physics | Physical Education |

| English Language Arts | Family & Consumer Sciences | Spanish | Spanish |

| General Science | French | *Algebra I | Theatre |

| General Social Science | General Science | *Computer Science | Visual Arts |

| Mathematics | General Social Science | *Geometry |

** Restrictions Apply
* New
Thinking of earning an advanced degree?

Is the goal to obtain additional certification?

Is the goal to obtain higher pay?
Additional Certification

If the goal is to obtain additional certification and the individual wishes to attend an Alabama college / university.......

He/she will need to speak with the certification officer at an Alabama college or university about completing requirements of their State-approved Educator Preparation Program.
Additional Certification

If the goal is to obtain additional certification and the individual wishes to attend a non-Alabama college/university of Alabama…….

- Alabama certification is offered on the basis of valid professional educator certificates issued by other states, the District of Columbia, U.S. Territories, or the Department of Defense Education Activity (DoDEA), provided Alabama offers comparable certification in terms of the certificate type, areas, grade levels, and degree levels.

- Alabama certification is not offered on the basis of educator preparation programs completed at a non-Alabama. No exceptions will be made to allow the recognition of these programs.

So what does the individual do after completing a program at a non-Alabama college/university??????

APPLY THROUGH CERTIFICATE RECIPROCITY
Higher Pay

If the goal is to obtain higher pay........

Based on current requirements, an Alabama teacher or instructional support (e.g., principal, school counselor) staff member may be entitled to be paid for earning an advanced degree if he/she:

- holds a valid Alabama Certificate,
- is employed with an Alabama public school system,
- is paid based on the state minimum salary schedule, and
- certain additional criteria are met........ (See Options on the Verification of Higher Degree form)
Alabama Math and Science Teacher Education Program (AMSTEP) Federal Loan Repayment Program

• Available to those who:
  • complete an educator preparation program in math or science at an Alabama college/university AND
  • graduated in 2018 and forward
• **Base Program:** Two thousand five hundred dollars ($2,500) per semester worked, or $5,000 per year.
• **Supplemental Program:** Teach math or science, or both, in a geographic area within the state with an acute teacher shortage in math or science, or both. The supplement is an additional two thousand five hundred dollars ($2,500) per year, or one thousand two hundred fifty dollars ($1,250) per semester worked. Geographic areas with acute shortages in math or science, or both, are identified by ACHE, in consultation with the State Department of Education. Additional information can be found at [https://amstep.ache.edu](https://amstep.ache.edu). For questions you may also call Mrs. Cheryl Newton (334) 242-2273.
CAREER AND TECHNICAL EDUCATION
*Basic skills assessments are not required if at least a bachelor’s degree from a regionally accredited senior institution is held at the time of application*
Bachelor’s Equivalent Technical Education 1
valid two years (non-renewable)

• Occupational Proficiency Requirement
  • Test
  • License
  • Degree

• Basic Skills Assessments (all three areas)*

• Documented Work Experience
  • Five years (10,000 clock hours) part-time or full-time within past 10 years – no degree (high school diploma or equivalency)
  • Four years (8,000 clock hours) part-time or full-time within past seven years – postsecondary certificate program (in program area)
  • Two years (4,000 clock hours) part-time or full-time within past seven years – associate’s degree (in program area)
  • One year (2,000 clock hours) part-time or full-time within past three years – bachelor’s degree or higher (in program area)

Bachelor’s Equivalent Technical Education 2
valid five years (renewable)

• Hold or be eligible to hold Bachelor’s Equivalent Technical Education 1 Certificate in the same program area for which certification is sought

• Occupational Proficiency Requirement (where applicable)

• Basic Skills Assessments (all three areas)*

• Documentation verifying completion of the Career and Technical Education Teacher Certification Program (CTE TCP)
Master’s Equivalent Technical Education 3
valid five years (renewable)

• Hold or be eligible to hold Bachelor’s Equivalent Technical Education 2 Certificate or hold a valid Specialty Area 2, Type II, or Type III Certificate in the same program area for which certification is sought
• Occupational Proficiency Requirement (where applicable)

Option 1 – teacher did not complete the CTE TCP and 45 semesters hours of credit was earned.

45 semester hours of earned credit, with grades of “C” or above, in prescribed courses at a regionally accredited institution

*Principles of Career and Technical Education – 3 hours
*Safety – 3 hours
*Career and Technical Student Organizations – 3 hours

English - 6 hours required Math – 3 hours
History – 3 hours Speech – 3 hours
Economics – 3 hours Physical Science – 3 hours
Computer Applications – 3 hours **CTE Electives (12 hours required)

**TOTAL HOURS – 45

Option 2 – teacher holds a bachelor’s degree or higher and did not complete the CTE TCP

Earned credit, with grades of “C” or above, in the following three courses from a regionally accredited institution

*Principles of Career and Technical Education – 3 hours
*Safety – 3 hours
*Career and Technical Student Organizations – 3 hours

**TOTAL HOURS – 9

*Must be earned at an Alabama institution with a State-approved educator preparation program in a career and technical education teaching field
**Must be earned at an Alabama institution with a State-approved educator preparation program in technical education
Master’s Equivalent Technical Education 3  
valid five years (renewable)

Option 3 – teacher completed the CTE TCP and 45 semester hours of credit was earned
45 semester hours of earned credit, with grades of “C” or above, in prescribed courses at a regionally accredited institution
  *Classroom Management – 3 hours
  **Methods of Teaching Technical Education – 3 hours
  *Strategies for Teaching Special Needs Students in Inclusive Settings – 3 hours

English - 6 hours required
Math – 3 hours
History – 3 hours
Speech – 3 hours
Economics – 3 hours
Physical Science or Biological Science – 3 hours
Computer Applications – 3 hours
**CTE Electives (12 hours required)

TOTAL HOURS – 45

Option 4 – teacher holds a bachelor’s degree or higher and completed the CTE TCP
Earned credit, with grades of “C” or above, in the following three courses from a regionally accredited institution
  *Classroom Management – 3 hours
  **Methods of Teaching Technical Education – 3 hours
  *Strategies for Teaching Special Needs Students in Inclusive Settings – 3 hours

TOTAL HOURS – 9

*Must be earned at an Alabama institution with a State-approved educator preparation program in a career and technical education teaching field
**Must be earned at an Alabama institution with a State-approved educator preparation program in technical education
Master’s Equivalent Technical Education 4
valid five years (renewable)

- Hold or be eligible to hold Master’s Equivalent Technical Education 3 Certificate or hold a valid Specialty Area 3 Certificate in the same program area for which the certification is sought
- Occupational Proficiency Requirement (where applicable)
- **Option 1**: hold a valid Alabama Class B or higher Professional Educator Certificate in a teaching field
- **Option 2**: verification of an earned bachelor’s degree from a regionally accredited senior institution with an academic major in the technical education program area for which the Master’s Equivalent Technical Education 4 Certificate is sought

Sixth-Year Equivalent Technical Education 5
valid five years (renewable)

- Hold or be eligible to hold Master’s Equivalent Technical Education 4 Certificate or hold a valid Specialty Area 4 Certificate in the same program area for which certification is sought
- Occupational Proficiency Requirement (where applicable)
- **Option 1**: hold a valid Alabama Class A or higher Professional Educator Certificate in a teaching field or area of instructional support or a valid Alabama Class A or higher Professional Leadership Certificate
- **Option 2**: verification of an earned master’s degree from a regionally accredited senior institution with an academic major in the technical education program area for which the Sixth-Year Equivalent Technical Education 5 Certificate is sought
Basic skills assessments are not required if at least a bachelor’s degree from a regionally accredited senior institution is held at the time of application.

Health Science

- Bachelor’s Equivalent Health Science 1
- Bachelor’s Equivalent Health Science 2
- Master’s Equivalent Health Science 3
- Sixth-Year Equivalent Health Science 4
Bachelor’s Equivalent Health Science 1
valid two years (non-renewable)

• Active Alabama license in a registered nursing, paramedical, or approved allied health specialty area

• Basic Skills Assessments (all three areas)*

• Documented Work Experience
  • Three years (6,000 clock hours) part-time or full-time within past 7 years – associate’s degree
  • Two years (4,000 clock hours) part-time or full-time within past 5 years – bachelor’s degree

Bachelor’s Equivalent Health Science 2
valid five years (renewable)

• Hold or eligible to hold Bachelor’s Equivalent Health Science 1 Certificate

• Active Alabama license in a registered nursing, paramedical, or approved allied health specialty area

• Basic Skills Assessments (all three areas)

• Documentation verifying completion of the Career and Technical Education Teacher Certification Program (CTE TCP)
Master’s Equivalent Health Science 3
valid five years (renewable)

• Hold or be eligible to hold Bachelor’s Equivalent Health Science 2 Certificate or hold a valid Specialty Area 2 Certificate in health science
• Active Alabama license in a registered nursing, paramedical, or approved allied health specialty area

Option 1 – teacher completed the CTE TCP
  o Hold an associate’s or bachelor’s degree or higher
  o Earned credit, with grades of “C” or above, in prescribed courses
    *Classroom Management – 3 hours
    **Methods of Teaching Career and Technical Education – 3 hours
    *Strategies for Teaching Special Needs Students in Inclusive Settings – 3 hours
  TOTAL HOURS – 9

Option 2 – teacher did not complete the CTE TCP
  o Hold an associate’s or bachelor’s degree or higher
  o Earned credit, with grades of “C” or above, in prescribed courses
    ***Principles of Career and Technical Education – 3 hours
    ***Safety – 3 hours
    ***Career and Technical Student Organizations – 3 hours
  TOTAL HOURS – 9

*Must be earned at an Alabama institution with a State-approved educator preparation program in a career and technical education teaching field
**Must be earned at an Alabama institution with a State-approved educator preparation program in technical education
***Must be earned at an Alabama institution with a State-approved educator preparation program in a career and technical education teaching field
Sixth-Year Equivalent Health Science 4
valid five years (renewable)

• Hold or eligible to hold Master’s Equivalent Health Science 3 Certificate or hold a valid Specialty Area 3 or 4 Certificate in health science

• Active Alabama license in a registered nursing, paramedical, or approved allied health specialty area

• Verification of at least an earned master’s degree with an academic major in a healthcare or related area
Career and Technical Certificate to a Class B Professional Educator Certificate

Requirements for Health Science:

- Valid Master’s Equivalent Health Science 3 Certificate or valid Sixth-Year Equivalent Health Science 4 Certificate, or valid Specialty Area 4 or 5 Certificate in health science
- Active Alabama license in a registered nursing, paramedical, or approved allied health specialty area
- Verification of two full scholastic years of full-time teaching experience in grades 6-12 in health science
- Verification on an official transcript(s) of an earned bachelor’s or higher degree with an academic major in a healthcare or related area from a regionally accredited senior institution
  - must be posted with a minimum overall GPA of at least 2.75 for the bachelor’s degree
  - must be posted with a minimum overall GPA of at least 3.0 for the master’s or higher degree
- Verification on an official transcript of earned credit with a grade of “C” or above for *Strategies for Teaching Special Needs Students in Inclusive Settings
- Verification of a current passing score for the Praxis Principles of Learning and Teaching Test: Grades 7-12

*Must be earned at an Alabama institution with a State-approved educator preparation program
Career and Technical Certificate to a Class B Professional Educator Certificate

Requirements for Technical Education Program Areas:

• Valid Master’s Equivalent Technical Education 4 Certificate, valid Sixth-Year Equivalent Technical Education 5 Certificate, or valid Specialty Area 4 or 5 certificate in a technical education program area for which the Professional Educator Certificate is sought

• Occupational Proficiency Requirement (where applicable)

• Verification of two full scholastic years of full-time teaching experience in grades 6-12 in the technical education program area for which the certificate is sought

• Verification on an official transcript(s) of an earned bachelor’s or higher degree with an academic major in the technical education program area for which the certificate is sought from a regionally accredited senior institution
  • must be posted with a minimum overall GPA of at least 2.75 for the bachelor’s degree
  • must be posted with a minimum overall GPA of at least 3.0 for the master’s or higher degree

• Verification on an official transcript of an earned credit with a grade of “C” or above for *Strategies for Teaching Special Needs Students in Inclusive Settings

• Verification of a current passing score for the Praxis Principles of Learning and Teaching Test: Grades 7-12

*Must be earned at an Alabama institution with a State-approved educator preparation program
Career and Technical Education
Additional Teaching Field Approach

This approach allows an individual who holds a valid Alabama Professional Educator Certificate (PEC) in a teaching field to add selected technical education program areas or health science to their existing Alabama Professional Educator Certificate.

- A valid Alabama Professional Educator Certificate in a teaching field is required.
- A passing score on the appropriate State Department of Education approved Occupational Proficiency Assessment (test score, license, or credential) must be documented.
- Successful completion of Session A of the Career and Technical Education Teacher Certification Program (CTE TCP) must be documented. (*Not required if a valid Specialty Area, Degree Equivalent, or Professional Educator Certificate in a Career and Technical Education teaching field is held.*)
- Verification of two full scholastic years of full-time, classroom teaching experience in a P-12 setting must be documented.
- There are specific parameters and eligibility requirements depending on the subject area that you would like to add.
- This approach is available only for certain technical education program areas or health science.
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